

## Modern Slavery Statement for the financial period 2022- 2023

This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that Birmingham Metropolitan College (BMet) has taken and will continue to undertake to ensure that slavery or human trafficking is not taking place within our supply chains or in any part of our business.

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. BMet is committed to acting ethically, and with integrity and transparency in all business dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the organisation or our supply chains.

### **Our Organisational Structure and Supply Chain**

Birmingham Metropolitan College (BMet) is a Further Education college established under the Further and Higher Education Act 1992 and is an exempt charity for the purposes of the Charities Act 2011. It has more than 11,000 students enrolled on a range of full-time, part-time, evening and commercial courses and 620 staff. It has a Corporation board comprising up to 14 independent volunteer year governors, 3 student governors and 2 staff governors. Day to day management is provided by a Principal and Senior Leadership Team.

For the financial period 2022-2023 BMet had an annual turnover of £46.1 million.

The college is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. It has in place a Modern Day Slavery Policy which places a requirement on all of its employees to avoid any activity that might lead to or suggest a breach of the policy which covers employment, management and procurement. The policy sets out the key signs that indicate when someone may be a victim of slavery or trafficking.

The college's Supply Chain Structure has 5 main categories of spend; Estates, ICT, Professional Services, Catering Services/ Supplies and Subcontracted provision.

The college has identified high risk business areas which carry material risks of modern slavery. When tendering, the college requires any potential third- party suppliers to evidence that they operate a high level of corporate social responsibility and are complying with the provision of the Modern Slavery Act 2015.

The policy requires the college to remove from its lists of potential suppliers any supplier or potential supplier that is unable to demonstrate its compliance.

Recruitment checks are carried out by Human Resources to ensure that BMet adheres to the provisions of the Immigration, Asylum and Nationality Act 2006, which state that at the time of recruitment an employer must be able to demonstrate that a person to be appointed

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has permission to work in this country. Therefore, all external candidates invited to attend interview for a post in the Colleges must produce evidence of their entitlement to work in the United Kingdom.

All staff are made aware of the existence of the Modern Day Slavery Policy and it is referred to as part of the Induction Pivotal training provided to all staff. All staff also participate in compulsory annual safeguarding training which alerts staff to the possibility of slavery and human trafficking and related concerns.

BMet will continue to promote and operate its Modern Day Slavery and Safeguarding policies to guard against slavery and human trafficking and ensure staff are continually alert to the signs that indicate a person may be a victim of slavery or trafficking

Approved: BMet Board of Governors

Signed: 

Date: 14th December 2023